

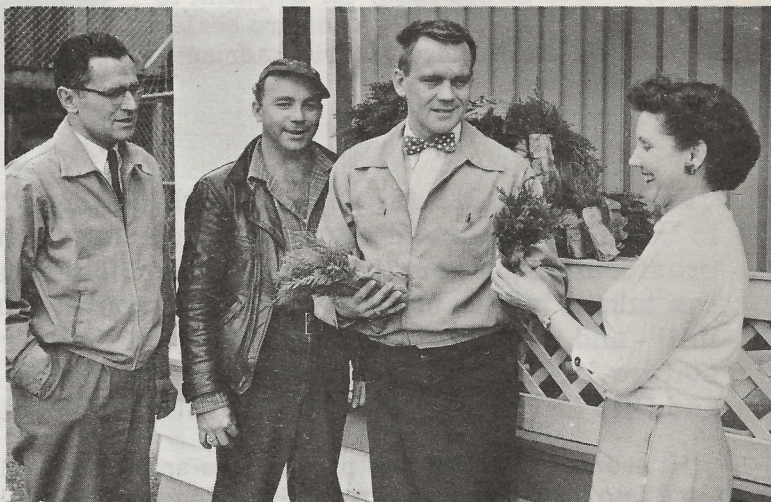
April 7, 1955

Management REPORT

No. 116

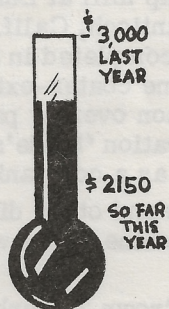
W. G. (BILL) GOODWIN completed 25 years of service on Tuesday, April 5, and was awarded his watch by G. H. Gallaway. Bill went into the technical department soon after coming to the mill. He is now a member of the technical staff responsible for the quality control program of paper and converted products.

APPROXIMATELY 12,000 PORT ORFORD SEEDLINGS were received at the mill last week and were distributed in bunches of 25 to the employees who had ordered them for landscaping and hedge rows at home. These infant trees are part of an annual crop of nine million seedlings grown from seed on the Forest Industries Nursery at Nisqually, Wn. This nursery is maintained by privately owned forest industries whose operators are deeply interested in keeping their logged-over lands on Tree Farms restocked with young growing trees. Travelers to Seattle pass the nursery about halfway between Olympia and Tacoma on highway 99. Visitors are always welcome.



Hoover Peake, clockroom attendant, passing out seedlings to Bernard Jacoby, technical department, Clarence Warwick, yard, and Peggy Kestie, safety department.

THE RED CROSS DRIVE is now in its third week. Bill Sampson, mill chairman, reports that contributions are coming in well, but wishes to urge those who have not yet returned their pledge cards to do so by Friday if possible so that the drive can be wound up right away.



A HIGH TEMPERATURE OF 72° was registered on the thermometer at the filter plant on Tuesday afternoon. The lowest, 32°, occurred on Monday. Rainfall last week amounted to 1.11 in., making a total of 10.69 in. for the year. Last year the total stood at 18.77 in. River level yesterday was 8.2 ft., a year ago, 10.4 ft.

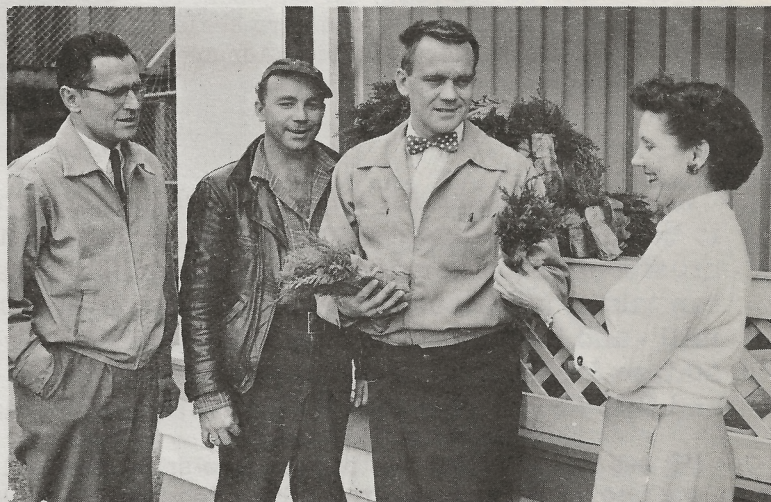
FIFTEEN CZ BOWLERS FROM CAMAS, headed by president Don Pickering, met bowlers from Port Angeles division Saturday, March 26, at Olympia, the halfway point. Play ended with a score of 8265 pins for Port Angeles, and 8634 for Camas. Fred Shipley, PA, won high singles prize with a 609 series (a score of 265 in his first game). Pickering and Jerry Jendro, both of Camas, took second and third prizes. Others making the trip were Jack Savage, Archie Hayes, Ken Power, Jim Phillips, Marv Holland, John Thomas, L. D. McGlothlin, Jack Robertson, Conrad Schick, secretary-treasurer of the group, and Homer Peters, Ray Austin, and Don Brown, CRD. This Saturday, the Camas group will play host to bowlers from the West Linn division.

SAFETY NOTES: Splendid improvement has been shown in regard to reportable injuries for the first quarter of 1955. Such injuries (those requiring the care of a physician) have been reduced by 30% com-

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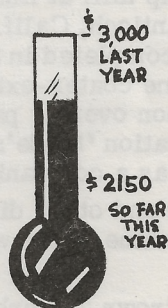
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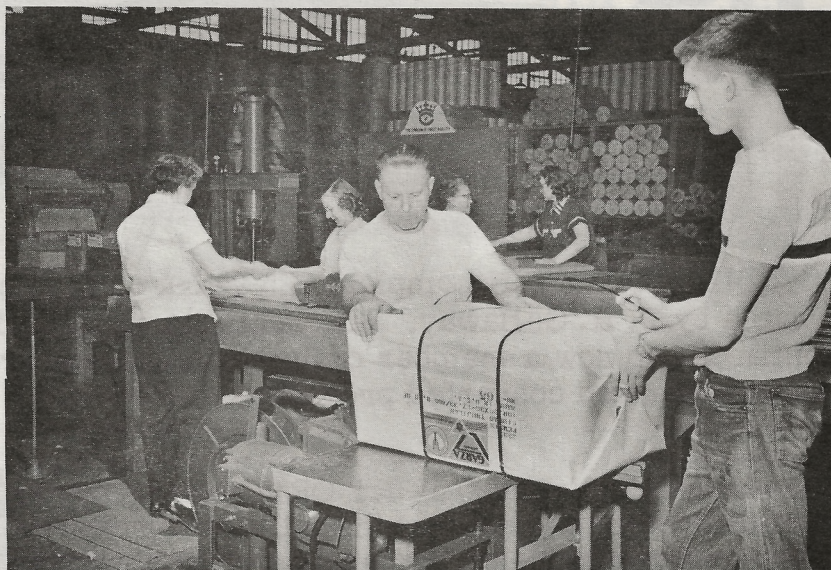
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SAFETY NOTES: Splendid improvement has been shown in regard to reportable injuries for the first quarter of 1955. Such injuries (those requiring the care of a physician) have been reduced by 30% compared with the same period last year. Departments that have helped attain this record by reducing their reportable injuries by 50% or better are beater room, converting plant, #1 finishing, maintenance and repair, napkin department, office and staff, shipping department, and yard. Seven departments have operated the first three months of this year without a reportable injury: coating, #1 finishing, fire system and watchmen, groundwood, mill tugs, office and staff, and printing department.

NO. 2 FINISHING ROOM has recently put into operation a Stanley power strapper which is increasing the ease and efficiency with which bundles can be prepared for export shipment. This is the first time in the industry that this tool, previously used only for strapping cartons, has been put into service for binding bundles. Iron strapping has heretofore been done by hand. The installation was made to prepare for shipment to Central America several hundred tons of Crown Fiber made on No. 10 machine.



No. 2 finishing room balers Walt Wilson and Kenneth Marple with 100 lb. bundle fastened with 3/8" iron straps ready for shipment to Central America. In background are sealers Ann Michel, Joan Schlegel, Marie Radmacher, and Lillian Joner.

"PRIDE IN DOING AN OUTSTANDING JOB, which you have built into your work at Camas, is the most important element in any successful enterprise," spoke P. T. Sinclair, CZ vice president at the service award dinner, Thursday evening. "All you people with long service can take a justifiable pride in helping build Camas into the world's largest and best specialty mill - and in helping Crown Zellerbach grow from a horse and buggy beginning to its present stature." Here Mr. Sinclair paid tribute to the three 40-year men, G. M. Julien, Tom Carras, and Bill Linder, and to the eight retired associates who received retirement pins. He continued:

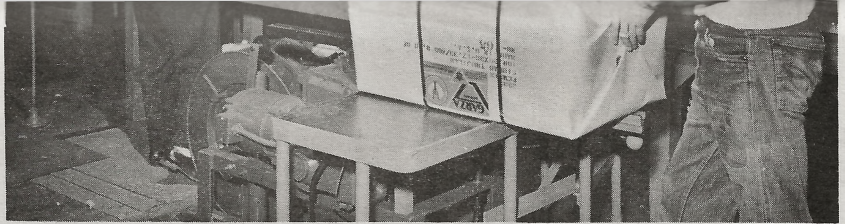
"It seems to me that this progressive spirit has real meaning for the 5-year people whom we are welcoming into the service pin fraternity. You 5-year people represent the leaders of the future - the men and women who will pick up the task in the years ahead, and become increasingly responsible for the continued development of the Camas mill and of the entire corporation. During the comparatively short service of our new pin wearers, Crown Zellerbach has been growing at an unprecedented rate. Since World War II we have spent some \$100 million on plant improvement and expansion - one-third of it here at Camas. We have also acquired new operations like St. Helens in Oregon and Canadian Western Lumber Company in British Columbia.

"This growth is continuing. We are building a 400-ton kraft pulp mill at Duncan Bay on Vancouver Island - and a companion kraft paper mill on the San Joaquin river at Antioch, Calif. We are building a new converting plant near Vancouver, B. C. - like the plants recently completed in San Leandro and Los Angeles, California. We have entered the plastics field with a polyethylene coater-extruder at Western Waxed in Portland. We have developed other new products such as Crezon overlay paper for plywood. This new material will be featured this summer in the U.S. Steel Corporation 'bride's house for 1955.' The new research building here at Camas will be completed this summer as a companion unit to the new development laboratory. Continuous improvements are underway at Camas and other divisions, and St. Helens has just brought in the largest and most modern Yankee tissue machine in the world.

"All this is just the start of what FORTUNE magazine called Crown Zellerbach's second growth. What does all this mean to you? I think it means unlimited opportunities. All this expansion - all these pioneering innovations - can only succeed if there is enough human leadership behind them. I am directly concerned with developing that human leadership - not only in manufacturing, but throughout the entire corporation in my capacity as chairman of the Management Development Committee. Crown Zellerbach needs more and more qualified people - not only to replace those who reach retirement age, but also to staff new facilities and to improve existing facilities. We estimate that well over 1000 men and women will move into management positions within the next 10 years. Better than 90% of these new leaders must come from within the corporation in accordance with our policy of developing our own people and promotion from within."

F. O. Boylon, master of ceremonies, made special mention of Lala Alder, sample department, whose 30 years of service with her husband's (Henry Alder, bag factory) more than 37 years, makes a total of nearly 70 years of CZ service in their household. Herman Piontek, 10 years, and Mildred, five years, (both bag factory) were another husband-and-wife team in attendance.

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G. H. Gallaway, resident manager, spoke his appreciation to award recipients by saying that an employee's time and certain skills can be recognized by pay checks, but an employee's loyalty, enthusiasm, and pride in work well done are above any purchase, and it is these qualities which make the Camas group outstanding throughout the industry.